



CAREER OPPORTUNITY

Join our executive team at First Capital Bank Malawi and contribute to our strategic growth.

Head of Human Resources, Malawi

Reporting directly to the Chief Executive Officer, and a dotted line to the Group Head of Human Resources, this high-impact role offers the opportunity to shape and execute comprehensive HR strategies, lead the HR department, and oversee all HR operations.

We seek a seasoned HR executive with a proven track record in HR leadership, strategic thinking, and innovative solution implementation. If you are ready to drive significant organizational change and influence the future direction of our bank, we invite you to apply.

Key Responsibilities

- Strategic Business Partnership
- Talent Acquisition and Management
- Leadership Development
- Performance & Organisation Development
- Compensation and Benefits
- Employee Engagement and Culture
- HR Metrics and Analytics
- Employee Life Cycle Management

Skills, Knowledge, and Competencies

- Minimum of 8 years of progressive HR experience, with at least 5 years in a leadership role
- Experience in business partnering senior executives, ability to drive and influence people practices, including presenting to Boards.
- Extensive experience in HR operations, including managing contracts, benefits, payroll, employee data, and background screening, with a strong understanding of HR risk and governance.
- Proven ability to lead, motivate, and manage a team, fostering a productive and positive work environment.
- Exceptional communication, interpersonal, and leadership skills, enabling effective collaboration, influencing and relationship-building with a wide range of stakeholders and partners.

- Demonstrated success in developing people plans and implementing HR initiatives that align with business goals and drive measurable results.

Qualifications and Requirements

- Bachelor's degree in Human Resources, Business Administration, or a related field is required.
- HR certification is highly desirable and will enhance your candidacy.

Applications

Motivated and experienced Head of Human Resources who are ready to help drive our HR initiatives and support the bank's growth as well as meet the minimum requirements are encouraged to apply, full job profile may be accessed at our careers site: <https://fmbcapitalgroup.com/careers/>.

To apply, send your application along with an updated CV and any other related documents to talent@fmbcapitalgroup.com no later than Monday, August 19, 2024.

For any inquiries or further information, please contact our team by sending an email. Only shortlisted applicants shall be acknowledged.

Belief comes first.